

At a meeting of the CHIEF OFFICER'S PANEL held in Allerdale House, Lonsdale Room on Monday 12 March 2012 at 10.00 am

Members

A Smith (Chairman)

B Cannon
C Garrard

T Heslop
C Holding

Staff Present

H Dyke, G Roach and A Wilson

10 MINUTES

The minutes of the meetings held on 16 January and 20 February 2012 were agreed as a correct record.

11 DECLARATION OF INTERESTS

None declared.

Resolved -

“That under Section 100 (A) (4) of the Local Government Act 1972, the public be excluded from the meeting for the following items of business on the grounds that they may involve the likely disclosure of exempt information as defined in paragraphs 1 and 4 of part 1 of Schedule 12 (a) of the Act.”

12 SENIOR MANAGEMENT TEAM RESTRUCTURE

The Chief Executive confirmed that the statutory consultation was now complete, with the unions and with the individuals affected by the proposed senior team restructure, and it was now for members to make the final decisions on the implementation of the new senior management team structure and the appointment and dismissal of chief officers and deputy chief officers.

It was noted that no formal consultation feedback had been received from Unison.

Members considered in detail the consultation feedback from the Deputy Chief Executive and alternative proposals from three of the Strategic Managers in turn however, it was a unanimous decision to continue with the original proposed structure of three posts.

Members discussed the structure and felt it was too early to make a final decision on the need for the Deputy Chief Executive responsibilities and considered that an initial interim period would be more appropriate at this stage, with a view to holding a review later on in the year.

Members felt that a review would help to establish whether in fact there was a requirement for the additional deputy chief executive responsibilities, or that there was a case to make these additional duties permanent or that the responsibilities be shared between the two posts.

Members considered the recommendations from the Redeployment Panel on 23 February 2012 and agreed that the Deputy Chief Executive should be appointed to the role of Corporate Director, with designated Deputy Chief Executive responsibilities for an initial interim period of 6 months.

The Chief Executive gave assurances that the council would move quickly to advertise the vacant corporate director post, as soon as practicable both internally and externally.

Finally, following the above decisions the panel accepted the recommendation to formally dismiss the four Strategic Managers, by reason of redundancy. Redundancy letters would be issued to the relevant individuals over the coming days detailing a 3 month notice period.

Resolved - That;

- a) The Council establish two new permanent posts of Corporate Director – one Corporate Director post, and one Corporate Director post, with interim designated Deputy Chief Executive responsibilities for an initial period of 6 months
- b) The Deputy Chief Executive be appointed to the role of Corporate Director, with designated Deputy Chief Executive responsibilities for an initial interim period of 6 months
- c) The 4 Strategic Managers be dismissed, by reason of redundancy, with each Strategic Manager having a 3 month notice period
- d) A clause be included in Jill Elliott's letter explaining that ill health retirement is being investigated and, should this be recommended by the OHS and approved by Members, then her employment may terminate by reason of ill health retirement.

The meeting closed at 10.55 am